AMENDMENTS TO THE CLAIMS

1   1.   (Original)   A guidance process of maintaining goals in a system with at least
2   first and second goal types so as to promote goal alignment, the guidance process
3   comprising:
4   providing a first rule for relationships between goals of the first goal type;
5   providing a second rule for relationships between goals of the first goal
6   type and goals of the second goal type; and
7   determining content for a user interface, based on the first and second
8   rules, such that the content facilitates goal alignment.

1   2.   (Original)   The method of Claim 1, further comprising:
2   activating a wizard that facilitates goal modification, wherein:
3   determining content for user interfaces comprises automatically
4   customizing content for a screen capable of being displayed by the wizard, based on at
5   least one of the first rule and the second rule.

1   3.   (Original)   The method of Claim 2, further comprising:
2   activating the wizard in response to a request from a user to modify a goal;
3   prompting the user to select a team to be associated with the goal from a
4   drop-down list of teams; and
5   prompting the user to select a parent goal for the goal from a list showing
6   all team goals linked to the selected team.

1   4.   (Original)   The method of Claim 3, further comprising:
2   in response to modification of the goal, automatically determining whether
3   a child goal exists for the goal; and
4   in response to determining that the child goal does exist, automatically
5   flagging the child goal to cause a user interface for an owner of that child goal to indicate
6   that the child goal should be checked for alignment.

1   5.   (Original)   The method of Claim 4, further comprising:
2   determining that the owner has verified the alignment of the child goal;
3   and

S/N: 09/895,458

4   in response to determining that the owner has verified the alignment,

5   automatically unflagging the child goal.

1   6.   (Original)   The method of Claim 5, wherein determining content for user

2   interfaces comprises automatically flagging the goal for supervisory approval in response

3   to determining that the user has a supervisor.

1   7.   (Original)   The method of Claim 6, wherein determining content for user

2   interfaces comprises:

3   populating objects for a graphical user interface with alignment

4   information and warnings; and

5   providing connections to tools for checking alignment.

1   8.   (Original)   The method of Claim 7, wherein populating objects for a graphical

2   user interface with alignment information and warnings comprises specifying an

3   appearance for at least one of a manager warning object, a feedback warning object, and

4   an alignment warning object.

1   9.   (Original)   The method of Claim 8, wherein specifying an appearance for at

2   least one of a manager warning object, a feedback warning object, and an alignment

3   warning object comprises highlighting the alignment warning object in response to

4   determining that the parent goal has been modified.

1   10.   (Original)   The method of Claim 8, wherein specifying an appearance for at

2   least one of a manager warning object, a feedback warning object, and an alignment

3   warning object comprises highlighting the manager warning object in response to

4   determining that a supervisor has provided feedback pertaining to the goal.

1   11.   (Original)   The method of Claim 7, wherein:

2   providing connections to tools for checking alignment comprises

3   providing an alignment warning object; and

4   the method further comprises displaying an interface for viewing the

5   parent goal, in response to selection of the alignment warning object.

1   12.   (Original)   The method of Claim 7, wherein determining content for user
2   interfaces further comprises providing an evaluation status object that indicates whether a
3   supervisor has evaluated the goal.

1   13.   (Original)   The method of Claim 12, wherein determining content for user
2   interfaces further comprises providing an evaluation summary object that reflects
3   evaluation results relating to at least one of importance and effectiveness of the goal.

1   14.   (Currently amended)   A method for managing goals using a computer system, the
2   method comprising:
3   storing at least first and second goals;
4   storing a relationship between the first goal and the second goal;
5   detecting modification of the first goal; and
6   in response to detecting modification of the first goal, facilitating goal
7   alignment by causing the second goal to be automatically highlighted for alignment
8   verification.

1   15.   (Original)   The method of Claim 14, wherein facilitating goal alignment
2   comprises:
3   in response to detecting modification of the first goal, automatically
4   recognizing the second goal as requiring alignment verification, based on the stored
5   relationship; and
6   wherein causing the second goal to be automatically highlighted is
7   performed in response to recognizing the second goal as requiring alignment verification.

1 16.   (Original)   A method for automatically providing notification of changes to
2 goals in a goal management system, the method comprising:
3   storing an owner for a first goal in a data processing system;
4   storing a parent link relating the first goal to a parent goal in the data
5 processing system;
6   detecting modification of the parent goal;
7   in response to detecting modification of the parent goal, automatically
8 recognizing the first goal as requiring alignment verification, based on the parent link;
9 and
10   in response to recognizing the first goal as requiring alignment
11 verification, causing the first goal to be highlighted for alignment verification in a display
12 associated with the owner of the first goal.

1 17.   (Original)   The method of Claim 16, wherein the first goal is highlighted in
2 further response to receiving a request from the owner of the first goal to display one or
3 more goals.

1 18.   (Original)   The method of Claim 16, further comprising permitting each goal
2 to be linked to no more than one parent goal.

1 19.   (Original)   A method for automatically soliciting feedback for changes to
2 goals in a goal management system, the method comprising:
3   storing a reporting link that relates a reporting individual and a supervisor
4 to whom the reporting individual reports directly;
5   storing a team owned by the reporting individual;
6   detecting storage of a goal relating to the team by the reporting individual;
7 and
8   causing the goal to be automatically highlighted for approval in a display
9 associated with the supervisor, based on the reporting link relating the reporting
10 individual and the supervisor.

1   20.   (Original)   The method of Claim 19, wherein the goal is automatically

2   highlighted for approval in response to creation of the goal.

1   21.   (Original)   The method of Claim 19, wherein the goal is automatically

2   highlighted for approval in response to modification of the goal.

1   22.   (Original)   The method of Claim 19, wherein the goal is automatically

2   highlighted for approval in response to creation of the reporting link.

1   23.   (Original)   The method of Claim 19, wherein the goal is automatically

2   highlighted for approval in response to a request from the supervisor to display one or

3   more goals.

1   24.   (Original)   The method of Claim 19, wherein each reporting individual is

2   linked to no more than one supervisor.

1   25.   (Original)   The method of Claim 19, wherein one owner is named for each

2   team.

1   26.   (Original)   The method of Claim 19, wherein:

2   the goal is a team goal; and

3   only the owner is permitted to manage the team goal.

1   27.   (Currently amended) A method for keeping relationships between goals in a

2   computerized goal management system consistent with relationships between teams, the

3   method comprising:

4   linking a first goal with a first team; and

5   allowing a child goal of the first goal to be linked with a second team only

6   if the second team is a child team of the first team.

1   28.   (Original)   The method of Claim 27, wherein each team has no more than one

2   parent team.

1   29.   (Original)   The method of Claim 27, further comprising importing at least a

2   third team into the goal management system from a personnel database.

1   30.   (Original)   A method for using a computer system for restricting links

2   between goals based on team membership, the method comprising:

3   storing a team having a team owner and one or more team members;

4   storing a team goal having a link to the team; and

5   allowing a team-related goal that is linked to the team goal to be stored

6   only if the team related goal has a goal owner who is one of the one or more team

7   members.

1   31.   (Original)   The method of Claim 30, further comprising storing a personal

2   goal that is not linked to any team goals or team-related goals.

1   32.   (Original)   A method for managing goals according to Claim 30, the method

2   further comprising:

3   storing an owner for a first goal;

4   storing a parent link relating the first goal to a parent goal;

5   detecting modification of the parent goal;

6   in response to detecting modification of the parent goal, automatically

7   recognizing the first goal as requiring alignment verification, based on the parent link;

8   and

9   in response to recognizing the first goal as requiring alignment

10   verification, causing the first goal to be highlighted for alignment verification in a display

11   associated with the owner of the first goal.

1   33.   (Original)   A method for managing goals according to Claim 32, the method

2   further comprising:

3   storing a reporting link that relates a reporting individual and a supervisor

4   to whom the reporting individual reports directly;

5   storing a team owned by the reporting individual;

6   detecting storage of third goal relating to the team by the reporting

7   individual; and

8   causing the goal to be automatically highlighted for approval in a display

9   associated with the supervisor, based on the reporting link relating the reporting

10 individual and the supervisor.

1   34.   (Original)   A method for managing goals according to Claim 33, the method

2   further comprising:

3   linking a fourth goal with a first team; and

4   allowing a child goal of the fourth goal to be linked with a second team

5   only if the second team is a child team of the first team.

1   35.   (Original)   A method for managing goals, the method comprising:

2   creating first and second goals for storage in a goal management system;

3   modifying the first goal;

4   transmitting the modified first goal to the goal management system for

5   storage; and

6   receiving instructions to highlight the second goal as requiring alignment

7   verification.

1   36.   (Currently amended)   A computer readable medium comprising software

2   Software for managing goals, the software comprising:

3   means for recording and modifying goals;

4   means for recording and modifying relationships between the goals; and

5   means for automatically highlighting at least one of the goals in response

6   to modification of a related goal to facilitating verification and modification of goal

7   alignment.

1   37.   (Original)   A program product for managing goals within an organization, the

2   program product comprising:

3   computer instructions that:

4   store an owner for a first goal;

5   store a parent link relating the first goal to a parent goal;

6   detect modification of the parent goal; and

7   in response to modification of the parent goal, utilize the parent link to

8   cause the first goal to be automatically highlighted for alignment verification in a display

9   associated with the owner of the first goal; and

10   a computer-usable medium encoding the computer instructions.

1   38.   (Original)   The program product of Claim 37, wherein the computer

2   instructions cause the first goal to be automatically highlighted for alignment verification

3   in further response to a request from the owner of the first goal to display one or more

4   goals.

1   39.   (Original)   The program product of Claim 37, wherein the computer

2   instructions permit each goal to be linked to no more than one parent goal.

1   40.   (Original)   A program product for managing goals within an organization, the

2   program product comprising:

3   computer instructions that:

4   store a reporting link that relates a reporting individual and a supervisor to

5   whom the reporting individual reports directly;

6   store a team owned by the reporting individual;

7   detect storage of a goal for the team by the reporting individual; and

8   cause the goal to be automatically highlighted for approval in a display

9   associated with the supervisor, based on the reporting link relating the reporting

10   individual and the supervisor; and

11   a computer-usable medium encoding the computer instructions.

1   41.   (Original)   The program product of Claim 40, wherein the computer
2   instructions cause the goal to be automatically highlighted in response to detecting
3   creation of the goal.

1   42.   (Original)   The program product of Claim 40, wherein the computer
2   instructions cause the goal to be automatically highlighted in response to detecting
3   modification of the team goal.

1   43.   (Original)   The program product of Claim 40, wherein the computer
2   instructions cause the goal to be automatically highlighted in response to detecting
3   linkage of the reporting individual and the supervisor.

1   44.   (Original)   The program product of Claim 40, wherein the computer
2   instructions cause the goal to be automatically highlighted in response to receiving a
3   request from the supervisor to display one or more goals.

1   45.   (Original)   The program product of Claim 40, wherein computer instructions
2   permit each reporting individual to be linked to no more than one supervisor.

1   46.   (Original)   The program product of Claim 40, wherein computer instructions
2   require one owner to be named for each team.

1   47.   (Original)   The program product of Claim 46, wherein the computer
2   instructions allow only the owner to store goals for each team.

1   48.   (Original)   A program product for managing goals within an organization, the

2   program product comprising:

3   computer instructions that:

4   link a first goal with a first team; and

5   allow a child goal of the first goal to be linked to a second team only if the

6   second team is a child team of the first team; and

7   a computer-usable medium encoding the computer instructions.

1   49.   (Original)   The program product of Claim 48, wherein the computer

2   instructions permit each team to have no more than one parent team.

1   50.   (Original)   A program product for managing team goals and team-related

2   goals within an organization, the program product comprising:

3   computer instructions that:

4   store a team having a team owner and one or more team members;

5   store a team goal having a link to the team; and

6   allow a team-related goal that is linked to the team goal to be stored only

7   if the team-related goal has a goal owner who is one of the one or more team members;

8   and

9   a computer-usable medium encoding the computer instructions.

1   51.   (Original)   The program product of Claim 50, wherein the computer

2   instructions also store a personal goal that is not linked to any team goals or team-related

3   goals.

1   52.   (Original)   A system for managing goals, the system comprising:

2   processing resources that:

3   store an owner for a first goal;

4   store a parent link relating the first goal to a parent goal;

5   detect modification of the parent goal;

6   in response to detecting modification of the parent goal, automatically

7   recognize the first goal as requiring alignment verification, based on the parent link; and

8   in response to recognizing the first goal as requiring alignment

9   verification, cause the first goal to be highlight for alignment verification in a display

10 associated with the owner of the first goal.

1   53.   (Original)   A system for managing goals, the system comprising:

2   processing resources that:

3   store a reporting link that relates a reporting individual and a supervisor to

4   whom the reporting individual reports directly;

5   store a team owned by the reporting individual;

6   detect storage of a goal relating to the team by the reporting individual;

7   and

8   cause the goal to be automatically highlighted for approval in a display

9   associated with the supervisor, based on the reporting link relating the reporting

10 individual and the supervisor.

1   54.   (Original)   A system for managing goals, the system comprising:

2   processing resources that:

3   link a first goal with a first team; and

4   link a child goal of the first goal with a second team only if the second

5   team is a child team of the first team.

1   55.   (Original)   A system for managing goals, the system comprising:

2   processing resources that:

3   store a team having a team owner and one or more team members;

4   store a team goal having a link to the team; and

5   allow a team-related goal that is linked to the team goal to be stored only

6   if the team-related goal has a goal owner who is one of the one or more team members.